

Curriculum Vitae

Name: Bruce Hearn
Date of Birth:
Nationality: UK (British citizen)
Internet web profiles:
Bradford: <https://www.bradford.ac.uk/staff/bhearn>
Southampton: <https://www.southampton.ac.uk/business-school/about/staff/bah1a18.page#research>
Linkedin: <https://www.linkedin.com/in/bruce-hearn-07765b1/>
Orchid ID: <https://orcid.org/0000-0001-9767-0198>
Personal website: <https://sites.google.com/view/brucehearn/about>
Personal website: <https://www.brucehearn.org/>

Personal Details

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Building 2,
University of Southampton
Southampton. UK. SO17 1BJ
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Home:

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Education

UK Higher Education Academy	FHEA (Fellowship)	2012
King's College London, University of London	PhD Financial Management	2005-2009
<i>Thesis: "The Impact of African Equity Market Integration: A Source of Capital in a Global Marketplace"</i>		
<i>Thesis Examination Committee: Professor Stephen Hall and Professor Sumon Bhaumik</i>		
<i>Funding: Economic & Social Research Council (ESRC) 3 year full time award "PTA-030-2005-00603"</i>		
Birkbeck, University of London	MSc International Business (Merit)	1999-2001
<i>Dissertation awarded Distinction and published in Applied Economics journal</i>		
Birkbeck, University of London	Postgraduate Certificate Finance	1998-1999
University of Edinburgh	BSc Chemical Sciences	1991-1997

REF2026 Return Journal Publications (over 3* rating) – accepted and published

REF2026 - forthcoming

Hearn, B., Filatotchev, I. & Goergen, M. "Dispersed ownership and asset pricing: An unpriced premium associated with free float". **Third Revise & Resubmit in "Journal of Corporate Finance"** [ABS: 4]

Hearn, B., Tauringana, V., & Ntim, C. "The determinants of founder CEO succession in family dominated economies in the Caribbean". **Fifth Revise & Resubmit in "Entrepreneurship & Regional Development"** [ABS: 3*]

Hearn, B., Tauringana, V., & Ntim, C. Business angels' impact on firm governance and asymmetric information in the Caribbean. **Second Revise & Resubmit in "Corporate Governance: An International Review"** [ABS: 3*]

Hearn, B., Oxelheim, L., & Randøy, T. (2023) The influence of business groups on board composition in offshore financial multinational enterprises. **International Business Review**, 32(3), 102084
<https://doi.org/10.1016/j.ibusrev.2022.102084> [ABS: 3*]

Hearn, B., Mohr, A. T., Kaur, J., & Khawar, M. (2022). Nonexecutive director influence on informational

asymmetries in Offshore financial centres. **Corporate Governance: An International Review**, 1-21
<https://doi.org/10.1111/corg.12453> [ABS 3*]

Hearn, B. (2022). The determinants of foreign multinational enterprise firms' board of governance in Caribbean offshore island economies. **Journal of International Management**, 28(4), 100936 [ABS: 3*]

Hearn, B., Li, J., Mykhayliv, D., & Waqas, M. (2021). Asset pricing in the Middle East's equity markets **Journal of International Financial Markets, Institutions and Money**, 72, 101337 [ABS: 3*]

REF2020

Hearn, B., & Filatotchev, I. (2019). The impact of private equity ownership and institutions on founder retention as CEO at IPO in emerging economies. **Journal of Business Venturing**, 34(3), 418-438 (ABS: 4, FT50 journal list-ranked)

Hearn, B., Oxelheim, L., & Randøy, T. (2018). The institutional determinants of private equity involvement in business groups – The case of Africa. **Journal of World Business**, 53(2), 118-133 [ABS: 4]

Hearn, B., Phylaktis, K., & Piesse, J. (2017). The influence of Institutions, Investor Protection and Corporate Block-shareholders in Asset Pricing. **Journal of Corporate Finance**, 45,122-149 [ABS: 4]

Hearn, B., Strange, R., & Piesse, J. (2017). Social Elites on the Board and Executive Pay in Developing Countries: Evidence from Africa. **Journal of World Business**, 52(2), 230-243 [ABS: 4]

Hearn, B. (2016). A comparison of the efficacy of liquidity, momentum, size and book-to-market value factors in equity pricing on a heterogeneous sample: Evidence from Asia. **Financial Markets, Institutions and Instruments**, 25(4), 253-330 [ABS: 3*]

Hearn, B. (2015). Institutional influences on board composition of international joint venture firms listing on emerging stock exchanges: Evidence from Africa. **Journal of World Business**, 50(2), 205-219 [ABS 4]

Hearn, B. (2014). The political institutional and firm governance determinants of liquidity: Evidence from North Africa and the Arab Spring. **Journal of International Financial Markets, Institutions & Money**, 31, 127-158 [ABS: 3*]

REF2014

Hearn, B., & Piesse, J. (2013). Firm level governance and institutional determinants of liquidity: Evidence from Sub Saharan Africa. **International Review of Financial Analysis**, 28: 93-111 [ABS: 3*]

Hearn, B. (2012). The contrasting effects of board composition and structure on IPO firm underpricing in a developing context. **International Review of Financial Analysis**, 21: 33-44 [ABS: 3*]

Hearn, B., Strange, R., & Piesse, J. (2012). Islamic Finance and Market Segmentation: Implications for the Cost of Capital. **International Business Review**, 21: 102-113 [ABS: 3*]

Hearn, B. (2011). The performance and the effects of family control in North African IPOs. **International Review of Financial Analysis**, 20: 140-151 [ABS: 3*]

Hearn, B. (2010). Time varying Size and Liquidity effects in South Asian Equity Markets: A study of blue-chip industry stocks. **International Review of Financial Analysis**, 19: 242-257 [ABS: 3*]

Hearn, B., Piesse, J., & Strange, R. (2010). Market Liquidity and Stock Size Premia in Emerging Financial Markets: The Implications for Foreign Investment. **International Business Review**, 19: 489-501 [ABS: 3*]

Research Pipeline [Journal submissions currently under revision or review]

Revise & Resubmit

Hearn, B., Oxelheim, L., & Randøy, T. Institutional influences and shareholder value corporate governance in emerging market business groups. **Second Revise & Resubmit in “Corporate Governance: An International Review”** [ABS: 3*]

Paper awarded best paper prize in “International Finance, Accounting & Corporate Governance” track of European International Business Conference, Milan, Italy December 2017

Hearn, B. & Filatotchev, I. ““Keep it in the family”: The impact of national institutions and family business groups on firm-level disclosure in the Caribbean tax havens”. **First Revise & Resubmit in “Family Business Review”** [ABS: 3*]

Hearn, B., Oxelheim, L., Randøy, T., Tauringana, V., Ntim, C. & Malagila, J. The external financing costs from private equity ownership in Caribbean offshore economies. **Under submission in “Global Strategy Journal”** [ABS: 4]

Under submission

Hearn, B., & Goergen, M. Is good governance priced? **Under submission at “Journal of Financial & Quantitative Analysis”** [ABS: 4, FT50 list]

Hearn, B., Oxelheim, L., & Randoy, T. The impact of founders on informational asymmetry vis-à-vis outside investors: Evidence from the Caribbean offshore tax havens. **Under submission in “Strategic Entrepreneurship Journal”** [ABS: 4]

Hearn, B., Tauringana, V., Ntim, C. & Mishra, T. “Asset pricing in African equity markets”. **Under submission in “Journal of International Financial Markets, Institutions & Money”** [ABS: 3*]

Pre-submission but advanced stage of development

Hearn, B., Li, J., Mykhayliv, D., Waqas, M., Mousavi, M. “Asset pricing in Middle East equity markets”. **Intended target journal: “Journal of International Financial Markets, Institutions and Money”** [ABS: 3*]

Professional Experience

University of Southampton, Southampton Business School, UK **09/2023–now**

[Professional Accreditations: AACSB and AMBA, Founding member of UK’s Russell Group]

Full Professor in Governance **09/2023–now**

Faculty member of “Centre for Research in Accounting, Accountability & Governance” under Professor Ven Tauringana and Professor Collins Ntim within the Accounting department area of Southampton business school: <https://www.southampton.ac.uk/craag/index.page?>

Leadership:

- Research (REF) contribution: Contribution to REF2026 return for Southampton Business School (SBS)
<https://www.southampton.ac.uk/business-school/index.page>

Teaching & Supervision:

- Dissertation supervision for 18 MSc/MBA students **2023**

Mentoring junior faculty

- Mentoring junior faculty members including teaching evaluations, feedback and constructive feedback on

research leading to publications

- Responsible for all aspects of pastoral care including academic references for students

University of Bradford, Bradford School of Management, UK

06/2020–now

[Professional Accreditations: EQUIS, AACSB and AMBA, Founding member of AMBA]

Full Professor (Personal Chair) in Accounting and Finance

Research (REF) contribution: Contribution to REF2020 return for Bradford School of Management

Leadership & Management:

- Member of School of Management Executive & Research Committees

Deputy Director of ESRC White Rose Doctoral Training Program

08/2021-now

- Responsibility for provision of doctoral training across Yorkshire universities

- Collaborative work with university partners from across Yorkshire & Humber regions

Director of DBA program [Bradford] at School of Management

08/2021-09/2022

- Responsible for 60 DBA students

£2.5 million revenue (tuition fee)

- Active marketing, advertising and sales recruitment/admissions sourcing new applicants worldwide

- Curriculum innovation & redesign of entire suite of 4 Research Methods training modules

- Proactive liaison with international embassies, all levels of senior management, faculty and staff

- Shared responsibility for £30,000 social media marketing campaign budget

Director of Postgraduate Studies Accounting, Finance & Economics group

06/2020-09/2021

- Successful founding/launch of MSc International Accounting & Finance program from September 2021

- 600% increase in student recruitment for new MSc from prior underperforming degree

- Proactively leading marketing campaigns of suite of three postgraduate degrees within Accounting, Finance & Economics area

- Curriculum enhancement and foundation of 2 new modules in (1) Corporate Governance & Risk and (2) Financial Accounting

Programme Director: MSc Finance & Investment

06/2020-09/2021

2020/2021 30 full time students

£550,000 revenue (tuition fee)

2021/2022 26 full time students

£500,000 revenue (tuition fee)

Teaching & Supervision:

- Accounting & Economics for Decision Makers [MBA, Worldwide] 2020-2022

Global top 10 ranking by the Financial Times Online MBA ranking 2022

- Accounting & Economics for Decision Makers [Executive MBA, Dubai, UAE] 2021-2022

- International Finance [MSc European and International Business Management] 2020-2022

Trilingual collaborative programme with Deusto (Spain) and Audencia (France)

Ranked at 45th in the global top 100 by the Financial Times Master's in Management ranking 2022

- Corporate Governance & Risk module [Founded new module, Bradford, UK] 2021-2022

- European Banking Risk Management [Toulouse Business School, France] 2020-2022

- Research Methods at Doctoral level [DBA, Bradford, UK] 2021-2022

- Dissertation thesis supervision for 20 MSc/MBA students 2020-2021

Mentoring junior faculty:

- Mentoring junior faculty members including teaching evaluations, feedback and constructive feedback on research leading to publications

- Publishing with junior faculty with 3 manuscripts published in 3* journals or under submission such as 3* international finance journal:

Hearn, B., Li, J., Mykhayliv, D., Waqas, M. (2021). Asset pricing in the Middle East's equity markets Journal of International Financial Markets, Institutions and Money, 72, 101337 [ABS 3]*

Hearn, B., Mohr, A. T., Kaur, J., & Khawar, M. (2022). *Nonexecutive director influence on informational asymmetries in Offshore financial centres. Corporate Governance: An International Review*, forthcoming [ABS 3*]

Hearn, B., Mohr, A., Khawar, M., & Kaur, J. (2021). *Nonexecutive director influence on informational asymmetries in offshore financial centres. In Handbook on Corporate Board Decision-Making, Ed. by O. Marnet. Edgar Elgar Publishing: London, UK*

- Extensive review and feedback on junior colleague Muhammed Waqas' successful ESRC funding bid for £250,000

University of Southampton, Southampton Business School, UK **09/2018–now**
[Professional Accreditations: AACSB and AMBA, Founding member of UK's Russell Group]
Full (Visiting) Professor in Accounting and Finance **01/2021–now**
Associate Professor (Reader) in Accounting and Finance **09/2018–06/2020**

Faculty member of "Centre for Research in Accounting, Accountability & Governance" under Professor Ven Tauringana and Professor Collins Ntim within the Accounting department area of Southampton business school: <https://www.southampton.ac.uk/craag/index.page?>

Leadership & Management:

Director of PhD program at Business School 12/2018-01/2022

- Responsible for over 150 PhD and DBA students in business school's doctoral program
- Support for diverse student body of 37 UK students, 11 EU students, 80 overseas students
- Responsibility for ESRC, Presidential, China Science Council & School PhD student scholarships

Leadership:

- Serving on Business School's Research Committee shaping and implementing policy
 - Serving on Faculty of Social Sciences Graduate School Committee implementing intercollegiate policy
 - Research (REF) contribution: Contribution to REF2020 return for Southampton Business School (SBS)
- <https://www.southampton.ac.uk/business-school/index.page>

Teaching & Supervision:

- Accounting and Finance Research Methods (Postgraduate) 2018–2020
- Business Research Methods (Undergraduate) 2018–2020
- Dissertation supervision for 20 undergraduate and 20 MSc/MBA students 2018-2020

Mentoring junior faculty

- Mentoring junior faculty members including teaching evaluations, feedback and constructive feedback on research leading to publications
- Responsible for all aspects of pastoral care including academic references for students

Aalto University, Mikkeli campus, Finland **08/2015–01/2019**

[Professional Accreditations: EQUIS, AACSB and AMBA]

Visiting Professor in Finance and Corporate Governance

Leadership:

- Liaison and building relationships between CEO of local Chamber of Commerce and Mikkeli campus of Aalto University

Teaching & Supervision:

- Corporate Governance (Undergraduate) 2017-2018
- Corporate Finance (Undergraduate) 2015-2016
- Dissertation thesis supervision for 4 undergraduate Bachelor students 1/2018–8/2018

University of Sussex, Sussex Business School, UK**01/2012-08/2018**[Professional Accreditations: *EQUIS, AACSB and AMBA*]**Associate Professor (Senior Lecturer) in Accounting and Finance****10/2013–08/2018****Assistant Professor (Lecturer) in Accounting and Finance****01/2012–10/2013**

Faculty member of “International Business Research Group” under Professor Roger Strange and Professor David Storey within the Strategy & Marketing area of Sussex business school: <http://www.sussex.ac.uk/ib/>

Teaching contribution: Direct contribution onto International Business & Management MSc programs (led by Professor Roger Strange) in <http://www.sussex.ac.uk/ib/teaching/>

Research (REF) contribution: Contribution to REF2014 return for “Finance in International Business” area, <http://www.sussex.ac.uk/ib/research/>

Leadership & Management:

Course Director and Co-Director for MSc Management and Finance 2012 – 2018

- Responsible for leading, managing and coordinating a team of 25 full time faculty members acting as module leaders on degree course

2017/2018	189 full time students	£4m revenue (tuition fee)
2016/2017	327 full time students	£6m revenue (tuition fee)
2015/2016	458 full time students	£8m revenue (tuition fee)
2014/2015	56 full time students	£1m revenue (tuition fee)
2013/2014	113 full time students	£2m revenue (tuition fee)
2012/2013	164 full time students	£3m revenue (tuition fee)
2011/2012	134 full time students	£3m revenue (tuition fee)

Leadership

- Serving on both External and Internal examination boards annually
- Serving and chairing on interim curriculum development and assessment boards throughout academic year
- Service on recruitment interview and presentation panels for Faculty and Doctoral students
- Lead interviewer on recruitment panels for University Chancellor Doctoral Scholarship Awards
- Service on University of Sussex degree course academic validation panels alongside Pro-Vice Chancellor
- Serving on Plagiarism committees and boards at university level
- Internal examiner in University of Sussex PhD viva voce examinations
- External examiner in Norwegian doctoral committee examinations for University of Agder (Norway)

Mentoring junior faculty

- Mentoring junior faculty members including teaching evaluations, feedback and postgraduate certificate in higher education practice formal evaluations
- Responsible for all aspects of pastoral care including academic references for students

Teaching & Supervision:

- | | |
|---|-----------|
| - Multinational Financial Management (Founded new module, Postgraduate) | 2011-2018 |
| - Corporate Governance (Founded new module, Postgraduate) | 2013-2018 |
| - Banking and Financial Institutions (Postgraduate) | 2012-2013 |
| - Business Analysis Report (Postgraduate) | 2012–2014 |
| - Dissertation Supervision (Supervision of a total of 115 MBA and MSc students) | 2012-2018 |

Foundation and Leadership of Sussex’s Executive Education Program:

- Responsible for generating new business and clients in liaison with international support teams
- Founding, creating and designing all aspects of courses according to client specifications

Colombo, Sri Lanka	Corporate Finance	June 2017
Cochin, India	Corporate Governance	May 2017

School of Management, University of Leicester**01/2010–01/2012****Assistant Professor (Lecturer) in Accounting and Finance**

[Professional Accreditations: AACSB and AMBA]

Leadership & Management:

Course Director: MSc Finance

2010–2012

2011/2012 92 full time students

£1.5m revenue (tuition fee)

2010/2011 90 full time students

£1.5m revenue (tuition fee)

Leadership

- Responsible for leading, managing and coordinating a team of 15 full time faculty members acting as module leaders on degree course
- Serving on both External and Internal examination boards annually
- Lead interviewer on recruitment and presentation panels for Faculty and Doctoral students

Teaching & Supervision:

- Financial Management (Undergraduate) 2010-2011
- Corporate Governance (Founded new module, Postgraduate) 2011-2012
- Supervision of dissertations of 35 MBA, MSc students 2010-2012
- Supervision of dissertations of 10 BA/BSc students 2010-2012

Overseas Teaching - Distance Learning MBA and Postgraduate programs

Hong Kong [3 consecutive teaching visits]	2010-2011
Ghana, West Africa	3/2011
Dubai, United Arab Emirates	9/2011
St. Lucia, Caribbean	11/2011
St Kitts & Nevis, Caribbean	11/2011
Barbados, Caribbean	11/2011

Pre-2010 History

Research Fellow (Postdoctoral) in Corporate Governance 06/2008–07/2009
 Bayes Business School, City University of London
 - Working under guidance of Professor Igor Filatotchev

Risk Management Analyst contract 07/2007–03/2008
 Crédit Agricole CIB Corporate and Investment Bank (*while completing PhD*)

Trading Data and Research Analyst contract 07/2006–04/2007
 HSBC Investment Bank PLC (*while completing PhD*)

Research Assistant in Comparative corporate governance (*while completing PhD*)
 King's College London, University of London
 - Working under guidance of Professor Gregory Jackson and Igor Filatotchev 03/2007–04/2007
 - Working under guidance of Professor Gregory Jackson 10/2005–04/2006

Enterprise Risk Analyst contract 01/2005–09/2005
 The Royal Bank of Scotland PLC

Trading Strategy Modelling Analyst contract 07/2003–12/2003
 Marshall Wace Asset Management LLC

Trading Risk Analyst contract 06/2001-11/2002

Gulf International Bank (*while completing MSc*)

Operations Risk Analyst contract 01/2000–05/2001
BNP Paribas capital markets PLC (*while completing MSc*)

Research Funding & Grant Awards

External – Awarded and completed

Department of Trade & Industry (DTI, UK government) 04/2005-08/2006
Size: £65,000
Role: Co-Investigator (CI)/ Research Fellow - with Gospel, H., Filatotchev, I., & Jackson, G.
Project: “Key Drivers of ‘Good’ Corporate Governance and the Appropriateness of Policy Responses in the UK”
Status: Awarded and successfully completed

Research Institute of Economy, Trade and Industry (RIETI), Tokyo, Japan 05/2004-06/2006
Size: JPY 2,000,000 (£12,000)
Role: Co-Investigator (CI)/ Research Fellow - with Professor Gregory Jackson
Project: “The Market for Corporate Control: Japan in Comparative Perspective”
Location: Kings College London
Status: Awarded and successfully completed

Economic & Social Research Council (ESRC), UK (UK Research Council) 09/2005–07/2008
Size: £47,000 [£15,000 per year + £2,000 data collection expenses]
Role: 3 Year PhD Studentship
Location: Kings College London
Status: Awarded and successfully completed

Internal – Awarded and completed

Southampton Research Development Fund 02/2020
Size: £2,500
Role: Principal-Investigator (PI)
Project: Japanese financial markets
Status: Awarded and successfully completed

Southampton Research Development Fund 02/2019
Size: £2,500
Role: Principal-Investigator (PI)
Project: Caribbean Financial Markets
Status: Awarded and successfully completed

Sussex Research Development Fund 03/2016
Size: £1,500
Role: Principal-Investigator (PI)
Project: Caribbean Financial Markets
Status: Awarded and successfully completed

Sussex Research Development Fund 07/2015
Size: £3,000
Role: Principal-Investigator (PI)
Project: Middle Eastern financial markets
Status: Awarded and successfully completed

Sussex Research Development Fund	12/2012
Size: £4,000	
Role: Principal-Investigator (PI)	
Project: Emerging corporate governance systems	
Status: Awarded and successfully completed	

Small Grants

College of Social Science (Leicester)	Size: £600	05/2011
King's College London Small Grants	Size: £250	03/2008
King's College London Small Grants	Size: £250	03/2006
AIB UK & Ireland	Size: £200 (Best new research paper award)	04/2007

Unsuccessful Grant Bids

British Academy (UK)	Size: £9,500 Project: Principal-Investigator (PI) in Caribbean governance project Status: Unsuccessful (all bids frozen due to Covid pandemic)	3/2021
British Academy (UK)	Size: £9,000 Project: Principal-Investigator (PI) in Caribbean governance project Status: Unsuccessful	1/2020
Finansmarkedsfondet (Norway)	Size: £180,000 Project: Principal-Investigator (PI) – with Oxelheim, L., & Randøy, T on project “Good Corporate Governance in Public Emerging Market Firms” Status: Unsuccessful	07/2018
Finansmarkedsfondet (Norway)	Size: £200,000 Project: Principal-Investigator (PI) – with Oxelheim, L., & Randøy, T on project “Good Corporate Governance in Public Emerging Market Firms” Status: Unsuccessful	07/2017
Finansmarkedsfondet (Norway)	Size: £190,000 Project: Principal-Investigator (PI) – with Oxelheim, L., & Randøy, T on project “Good Corporate Governance in Public Emerging Market Firms” Status: Unsuccessful	07/2016
Swedish Science Council (Sweden)	Size: £50,000 Project: Co-Investigator (CI) - with Samuelsson, M., & Nori, N. on project “Economic and social effects on Women led enterprises of financial investments and entrepreneurship education in emerging markets” Status: Unsuccessful	05/2017

Doctoral (PhD) student supervision and mentoring

Completions

(1) Lead supervisor	Maslinawati Mohamad Title: “ <i>Three Essays in UK Corporate Restructuring and Reorganisations</i> ” Supervision team: with Dr Surandraneth R. Jory [Southampton] Award: PhD from University of Sussex, UK Completion Destination: Assistant Professor at Universiti Teknologi Malaysia	Completed: 03/2017
(2) Lead supervisor	Nor Syahidah binti Ishak	Completed: 12/2019

Title: “*Econometric model of Micro-Takaful insurance in Malaysia*”

Supervision team: with Professor Andy McKay [Oxford & Sussex]

Award: PhD from University of Sussex, UK

Completion Destination: Assistant Professor at Universiti Utara Malaysia

(3) Second supervisor Muhammad Asad Completed: 3/2021
Title: “*Three Essays on the Role of Corporate Governance in Firms' Spending on R&D, and Controlling Earnings Management Practices*”
Supervision team: with (Lead) Professor Saeed Akbar [Bradford]
Award: PhD from University of Bradford, UK
Completion Destination: Associate faculty in University of Bradford

(4) Lead supervisor Sammiah Javid Completed: 1/2022
Title: “*Impact of Foreign Directors on Firms' Corporate Governance, Risk and Performance*”
Supervision team: with (Lead) Dr Helena Pinto [York]
Award: PhD from University of Bradford, UK
Completion Destination: Associate faculty in University of Bradford

Current

University of Bradford, Bradford, West Yorkshire (UK)

Second supervisor Janis Marville (Final year) 09/2015–now
Title: “*Self Esteem and Work Ethic in the Barbadian Hospitality Industry: and the implications for Service Delivery*”
Expected completion: Expected 2024

University of Bradford, Bradford, West Yorkshire (UK)

Lead supervisor Raúl Bartolomé Castro (Second year) 09/2020–now
Title: “*Pairs Trading and Buy-and-hold Algorithms: Performance and Characteristics*”
Expected completion: Expected 2024

Doctoral Examination committees

Independent Chair	Dr Claire Brooks	University of Bradford, UK	09/2021
Independent Chair	Dr Hang Thu	University of Southampton, UK	08/2019
Independent Chair	Dr Kun Duan	University of Southampton, UK	02/2019
Examiner (Internal)	Dr Jinlong Gu	University of Sussex, UK	04/2018
Examiner (Internal)	Dr Wentao Hu	University of Sussex, UK	02/2018
Examiner (Internal)	Dr Chaoke Wang	University of Sussex, UK	11/2017
Examiner (Internal)	Dr Anh Vu	University of Sussex, UK	12/2016
Examiner (External)	Dr Ahmad Farid Naderi	Dunya University, Afghanistan	01/2016
Examiner (External)	Dr Gibson Munasi	University of Agder, Norway	01/2014
Examiner (Internal)	Dr Yan (Derek) Lee	University of Leicester, UK	05/2011

Invited discussant for Doctoral conference at Hanken School of Economics, Finland 08/2016

Invited discussant for Doctoral conference at Hanken School of Economics, Finland 08/2015

PhD Mentor Panel in European International Business Association; Brazil 12/2015

PhD Mentor Panel in AIB UK & Ireland Doctoral Colloquium; Edinburgh, UK 04/2011

PhD Mentor Panel in European International Business Association; Germany 12/2013

MSc/MBA level supervision

University of Bradford (UK)

Supervision of 2 MBA student dissertations

2020-2021

	Supervision of 6 MSc student dissertations	2020-2021
	Supervision of 10 BSc student dissertations	2020-2021
University of Southampton (UK)	Supervision of 20 MSc student dissertations	2021-2022
	Supervision of 10 MSc student dissertations	2018-2020
	Supervision of 10 BSc student dissertations	2018-2020
Aalto University (Mikkeli, Finland)	Supervision of 4 BSc student dissertations	2017-2018
University of Sussex (UK)	Supervision of 2 MBA student dissertations	2016-2017
	Supervision of 82 MSc student dissertations	2015-2017
Institute for Financial Services (London, UK)	Supervision of 7 BSc student dissertations	2015-2016
University of Leicester (UK)	Supervision of 15 MSc Finance dissertations	2011
	Supervision of 20 MBA and MSc Finance dissertations	2010
	1 student published in Applied Economics Letters journal: <i>Hearn, B., & Man, S-Y. (2011). An Examination of Price Integration between Stock Market and International Crude Oil indices: Evidence from China. Applied Economics Letters, 18(16): 1595-1602 [ABS: 1*] (published with MSc student as co-author from MSc Dissertation)</i>	

Media

Europe: United Kingdom

University of Sussex external communications (Linked-in) 01/2018

Article: “CEO’s unchecked risk-taking led to Carillion collapse”

<https://www.linkedin.com/feed/update/urn:li:activity:6363732272973176833/>

<http://www.sussex.ac.uk/news/research?id=43600>

The Economist news journal

07/2011

Interview in Macau, China – leading to Article “Cambodia’s new bourse – Calves and Cubs”

<http://www.economist.com/node/18958611>

North America: United States

Business Week journal telephone interview on corporate governance

04/2012

South Asia

Peshgam TV Filming a suite of *corporate finance* programs and broadcast across Afghanistan, Francophone Africa and South Asia

8/2016

<https://www.youtube.com/watch?v=XjMOWBIYqqM>

Peshgam TV Interviews and advertising for Dunya university and Swiss UMEF on Afghanistan national television

4/2015

Televised presentation and networking at high profile events with Afghanistan Presidency, Department of Environment, and Ministry of Foreign Affairs

4/2015

Caribbean

St Kitts & Nevis

Interview on national television and news journal of St Kitts and Nevis: 11/2011

<http://www.sknvibes.com/news/newsdetails.cfm/49125>

<http://www.zionline.com/news/?89B6DC30-2219-22DB-AB019E62791FA8C1>

Interview on national Radio of St Kitts and Nevis: 11/2011

St Lucia

Interview in national Television of St Lucia: 11/2011

Interview in news journal of St Lucia: 11/2011

http://www.thevoiceslu.com/local_news/2011/november/01_11_11/LEADING_ACADEMICS_VISIT.htm

<http://www.onecaribbeanltd.com/onecaribbeanltd/section.php?IssueID=163&SectionID=3>

Personal Interests and Travel (Personal and Professional)

Sport**Undergraduate and school**

Squash, Rugby and Football (Truro School and School House (Vinter) teams) 1984-1991

Cross-Country Running (School Team) and Cornwall team selection finals (1989) 1986-1991

University of Edinburgh Sports Union (1997); University of London Union (2006) 1994-2006

Current/ Recent

Thames rowing club novice (Thames bank, Putney Bridge, London) 2002-2003

Gym and keeping fit (Porchester centre, Bayswater, London) 2001-2006

Gym and keeping fit (Fitness First, Bloomsbury, London) 2006-2009

Gym, Swimming and keeping fit (Nuffield, Leicester) 2010-2011

Gym, Swimming and keeping fit (Virgin Active, Brighton) 2012-2018

Gym, Swimming and keeping fit (Nuffield, Leeds) 2021-current

Recreational

Africa Centre (London) member 1998-2002

Travel**Personal**

Soviet Union/ Russia 1989

Living in Malawi (Central Africa) and travel to Mozambique and South Africa 1995

Visits to Mexico (1996) and United States of America (1996/ 2003) 1996/2003

Visits to Balkans, Greece, Eastern and Central Europe 1997

Frequent travel to Scandinavia and European Union (EU) 1996-current

References

(Contact details available upon request)

Appendices

[Please see website: <https://www.brucehearn.org/>]

Appendix 1: Teaching

Appendix 1.1

Teaching Experience

Corporate Governance

University of Bradford, UK (Postgraduate)

Founded Corporate Governance & Risk module for [10 students] 2021/2022

Aalto University, Mikkeli campus, Finland (Undergraduate)

- Founded and established corporate governance module for first time on BA International Business degree

[Rated 4.1 (out of 5) for teaching quality] [16 students] October 2018

[Rated 4 (out of 5) for teaching quality] [27 students] October 2017

University of Sussex (Postgraduate)

- Managing a team of 2 Postdoctoral seminar leaders in course delivery of seminars and marking

- Founded module content and responsible for its academic validation through panels within university

[Rated 5 (out of 5) for teaching quality] [81 students] 2017-2018

[Rated 5 (out of 5) for teaching quality] [78 students] 2016-2017

[Rated 4-5 (out of 5) for teaching quality] [171 students] 2015-2016

[Rated 4-3 (out of 5) for teaching quality] [98 students] 2014-2015

[Rated 4 (out of 5) for teaching quality] [150 students] (Newly designed module - 2014) 2013-2014

University of Leicester, UK (Postgraduate)

- Founded module and responsible for its academic validation through panels within university

[Rated 95th percentile for teaching quality] [30 students] (Newly designed module) 2011-2012

Corporate Finance & Financial Management

University of Bradford, UK (Postgraduate): European business school liaison modules

- Netherlands: NVA Business School, International Finance short module

[Rated 4 (out of 5) for teaching quality] [16 students] 2020/2021

- France: Toulouse Business School, European Banking risk management short module 2020/2021

- France: Toulouse Business School, European Banking risk management short module 2021/2022

Aalto University, Mikkeli, Finland (Undergraduate): Corporate Finance

- Founded and established corporate finance module for first time on BA International Business degree

- Diverse students from approximately 10 nationalities with teaching undertaken in English language

[Rated 3 (out of 5) for teaching quality] [31 students] October 2016

[Rated 3 (out of 5) for teaching quality] [17 students] (Newly designed module - 2015) October 2015

University of Sussex, UK (Postgraduate): Multinational Financial Management

- Founded module and responsible for its academic validation and led a team of up to 5 seminar leaders

[Rated 5 (out of 5) for teaching quality] [81 students] 2017-2018

[Rated 5 (out of 5) for teaching quality] [109 students] 2016-2017

[Rated 4-3 (out of 5) for teaching quality] [173 students] 2015-2016

[Rated 4-4 (out of 5) for teaching quality] [72 students] 2014-2015

[Rated 4-1 (out of 5) for teaching quality] [168 students] 2013-2014

[Rated 4-1 (out of 5) for teaching quality] [210 students] 2012-2013

[Rated 4 (out of 5) for teaching quality] [122 students] (Newly designed module - 2012) 2011-2012

University of Sussex, UK (Postgraduate): Banking and Financial Institutions

- Managing a team of 3 Postdoctoral seminar leaders in course delivery of seminars and marking
[Rated 4 (out of 5) for teaching quality] [278 students] 2012–2013

University of Leicester, UK (Undergraduate): Financial Management

- Managing a team of 2 Postdoctoral seminar leaders in course delivery and marking
[Rated 90th percentile for teaching quality] [160 students] 2010-2011
[Rated 90th percentile for teaching quality] [170 students] 2011-2012

IESEG Business School, Paris & Lille, France [*EQUIS, AACSB and AMBA*] (Visiting professor)

- Short Course on Initial Public Offerings (IPOs) (Postgraduate)
[Rated 4.78 (out of 5) for teaching quality] [35 students] 12/2019
[Rated 4.6 (out of 5) for teaching quality] [45 students] 4/2020
[Rated 4.6 (out of 5) for teaching quality] [45 students] 4/2021

Research Methods

University of Bradford, UK (Doctoral: DBA & PhD)

- Introduction to Doctoral Research Methods [5 students] 2021–current
- Qualitative & Quantitative methods [5 students] 2021–current
- Translating Research into Practice [5 students] 2021–current
- Literature review for doctoral studies [5 students] 2021–current

University of Southampton, UK (Postgraduate): Accounting and Finance Research Methods

[Rated 4 (out of 5) for teaching quality] [220 students] 2019–2020
[Rated 4.6 (out of 5) for teaching quality] [220 students] 2018–2019

University of Southampton, UK (Undergraduate): Business Research Methods

- Managing a team of 7 Postdoctoral seminar leaders in course delivery of seminars and marking
[Rated 3.51 (out of 5) for teaching quality] [280 students] 2018-2019

MBA teaching

University of Bradford, UK

- Worldwide: MBA Accounting & Economics for Decision Makers
[Rated 4.1 (out of 5) for teaching quality] [140 students] 2021/2022
[Rated 3.6 (out of 5) for teaching quality] [180 students] 2020/2021
- Dubai, UAE: Executive MBA Accounting & Economics for Decision Makers
[Rated 4.1 (out of 5) for teaching quality] [30 students] 2021/2022

Gulf College, Muscat, Oman [Visiting professor]

- Finance of International Business (Postgraduate/ MBA module) 8/2020-now
[Rated (4 out of 5) for teaching quality] [30 students] 8/2020
[Rated (4 out of 5) for teaching quality] [30 students] 3/2021
[Rated (4 out of 5) for teaching quality] [30 students] 1/2022

Armenian State University of Economics, Yerevan, Armenia (Visiting professor)

- Teaching in in Yerevan, Armenia and via video link to Turkmenistan 9/2017 – 6/2020
- Management Accounting (Postgraduate/ MBA)
[Rated 4.3 (out of 5) for teaching quality] [18 students] 1/2018 – 8/2019
[Rated 4.5 (out of 5) for teaching quality] [24 students] 9/2017 – 6/2018
- Corporate Finance (Postgraduate/ MBA)
[Rated 4.6 (out of 5) for teaching quality] [24 students] 9/2019 – 3/2020

Dunya University, Kabul, South Asia (Visiting professor)

1/2015 – 1/2017

- Corporate Finance (BBA, Undergraduate)	8/2016
- Filming of Corporate Finance course https://www.youtube.com/watch?v=XjMOWBIYqqM	
- Extensive televised filming of module in studios of Peshgam TV in Kabul in English language	
- Crisis and Financial Stability (MBA)	
[Rated 95 th percentile for teaching quality] [30 students]	1/2016
- Managerial Accounting (MBA)	
[Rated 90 th percentile for teaching quality] [60 students]	1/2016
[Rated 90 th percentile for teaching quality] [22 students]	4/2015
- International Financial Markets (MBA)	
[Rated 95 th percentile for teaching quality] [55 students]	4/2015
- Managerial Accounting (MBA) [Geneva campus, Switzerland]	
[Rated 99 th percentile for teaching quality] [2 students]	5/2017
- Cost Accounting (BBA, Undergraduate)	
[Rated 99 th percentile for teaching quality] [14 students]	5/2017

Executive Education

Foundation and Leadership of Sussex's Executive Education Program:

- Responsible for generating new business and clients in liaison with international support teams
- Founding, creating and designing all aspects of courses according to client specifications

Colombo, Sri Lanka Corporate Finance June 2017

- Rated in 95% percentile for teaching quality [50 students – from Colombo]
- Founded executive education at University of Sussex with team in international office
- 2-day duration course on Corporate Finance delivered in Executive Education format

Cochin, India Corporate Governance May 2017

- Rated in 95% percentile for teaching quality [40 students – from across southern India]
- Founded executive education at University of Sussex with team in international office
- 2-day duration course on Corporate Governance delivered in Executive Education format
- Interviews in Dubai, UAE with clients to refine their specifications for course content

Dubai, UAE Financial Management May 2013

- Rated in 95% percentile for teaching quality [40 students – from across UAE]
- Audience of 40 attendees drawn from Senior Management and Company Directors and members of Emirati Royal Family from client Dubai Electricity and Water Authority (DEWA)
- Course delivered in collaboration with Mohammed bin Rashid Al-Maktoum school of government (formerly Dubai school of government, DSG) for client DEWA
- 2-day duration course on Financial Management delivered in Executive Education format

Distance Learning MBA and Postgraduate programs

Hong Kong 7/2010, 7/2011, 10/2011

- Modules taught: Effective Learning Strategies and Corporate Finance
- [Rated 95th percentile for teaching quality] [10 students – from Hong Kong and Macau]
- Dissertation supervision: MSc and MBA distance learning degrees

Ghana, West Africa 3/2011

- Modules taught: Effective Learning Strategies, Advanced Research Methods and Corporate Finance
- [Rated 95th percentile for teaching quality] [50 students – from Ghana and Nigeria]
- Dissertation supervision: MSc and MBA distance learning degrees

Dubai, United Arab Emirates 9/2011

- Modules taught: Effective Learning Strategies and Corporate Finance
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- [Rated 95th percentile for teaching quality] [150 students – from across Middle East]
 - Dissertation supervision: MSc and MBA distance learning degrees

St. Lucia, Caribbean

11/2011

- Modules taught: Effective Learning Strategies and Advanced Research Methods
- [Rated 95th percentile for teaching quality] [50 students – from across Caribbean region]
- Dissertation supervision: MSc and MBA distance learning degrees
- Media: National Television, Radio and Newspaper interviews

http://www.thevoiceslu.com/local_news/2011/november/01_11_11/LEADING_ACADEMICS_VISIT.htm

<http://www.onecaribbeanltd.com/onecaribbeanltd/section.php?IssueID=163&SectionID=3>

St Kitts and Nevis

11/2011

- Modules taught: Effective Learning Strategies and Advanced Research Methods
- [Rated 95th percentile for teaching quality] [30 students – from across Caribbean region]
- Dissertation supervision: MSc and MBA distance learning degrees
- Media: National Television, Radio and Newspaper interviews

<http://www.sknvibes.com/news/newsdetails.cfm/49125>

<http://www.zisonline.com/news/?89B6DC30-2219-22DB-AB019E62791FA8C1>

- Professional Outreach: Presentations at Rotary Club and Chamber of Commerce

Barbados

11/2011

- Modules taught: Effective Learning Strategies and Advanced Research Methods
 - [Rated 95th percentile for teaching quality] [50 students – from Barbados]
 - Dissertation supervision: MSc and MBA distance learning degrees
 - Media: National Television, Radio and Newspaper interviews
 - Professional Outreach: Presentations at Chamber of Commerce
-

Appendix 1.2

Academic Community Service: Editorial/ Referee work, Honours and Awards

Academic journals:

Editorial Board/Subject Editor

“Research in International Business & Finance (RIBAF)” 2/2013–now
ISSN: 0275-5319 Elsevier Publishing House (UK)

Editorial Board/ Associate Editor

“International Journal of Emerging Markets” 7/2020–now
ISSN: 1746-8809 Emerald Group Publishing House (Netherlands)

Practitioner journals:

Editorial Board

Journal: “Corporate Board: role, duties & composition” 07/2016–now
ISSN - 1810-8601 (print)
ISSN - 2312-2722 (online)
Registered by Ministry of Justice of Ukraine № 22641-12541P

International Editorial Board

12/2017–now
Scientific journal of the Armenian State University of Economics
#Management Science & Economics journal published in English, Armenian and Russian languages

Faculty recruitment panels - International

Republic of South Africa
External advisor to Faculty Promotions and Recruitment Committee 2018–now
University of the Witwatersrand, Johannesburg, South Africa
Faculty of Commerce, Law & Management

Peer-evaluation of South African university professor-level faculty 2018–now
National Research Foundation (NRF) of South Africa

Funding body reviewer (Large Grants – over £250,000)

ESRC (UK) 1/2012–now
American University of Sharjah (UAE) 1/2012–now
University of United Arab Emirates at Al Ain (UAE) 1/2012–now

Ad-hoc refereeing:

Accounting & Finance journals:

The Quarterly Review of Economics and Finance, Journal of Banking and Finance, Research in International Business and Finance, International Review of Financial Analysis, Global Finance Journal, British Accounting Review, Journal of Corporate Finance

Economics journals:

Journal of Economic Studies, Journal of Economic Growth, Journal of Developing Areas, World Development, South African Journal of Economics

International Business journals:

Emerging Markets Review, Journal of Management Inquiry, Journal of World Business, Journal of International Management, Journal of International Business Studies

Professional Affiliations

Academy of International Business (USA) 2010 – now
European International Business Association (EIBA, EU) 2010 – now
Centre for Corporate Governance, Cass Business School (UK) 2008 – 2016
Emerging Markets Group, Cass Business School (UK) 2005 – 2016

Asian Finance Association associate member (Hong Kong)	2008 – 2013
Conference & Community Service	
Scientific program committee at FMA conference, Kristiansand, Norway	2018
Chair of panel session at AIB conference Dubai, UAE	2017
Chair of panel session at AIB conference New Orleans, USA	2016
Chair of panel session at AIB conference Vancouver, Canada	2014
Chair of panel session at EIBA conference Sussex, UK	2013
Awards & Recognition	
“Finance Track Best Paper Prize” European International Business Academy (EIBA) conference in Milan, Italy	2018
Nomination for Aalto University’s “that’s interesting” prize at Academy of International Business (AIB) conference in Vancouver, Canada	2014
Postgraduate/Doctoral Awards	
AIB UK & Ireland “Michael Z. Brooke” Doctoral Prize	2007
Undergraduate Awards	
University of Edinburgh, UK	1992
First Class Merit in course: Physics of Materials	
Second Class Merits in courses: Chemistry; Mathematics; Chemical Engineering Principles	
Impact/Academic Leadership	
Scopus	Author URL: https://www.scopus.com/authid/detail.uri?authorId=8664448400
	h-index: 15 11/2022
	Citations: 574 total citations by 392 documents
Google Scholar	Citations: 1,495 (All) 659 (Since 2017) 1/2022
	h-index: 22 (All) 17 (Since 2017)
	i10-index: 35 (All) 23 (Since 2017)
Social Science Research Network (SSRN)	Scholarly Papers: 46 1/2022
	Downloads: 7,204 [Rank: 8,461]
	Citations: 27 [Rank: 11,369]
	Consistently ranked in Top 10 for downloads within subject area (genre)
Elsevier Journals	
Emerging Markets Review [ISSN: 1566-0141]	
Consistently ranked in Top 20 papers for downloads	2009-2013
Research in International Business and Finance [ISSN: 0275-5319]	
Consistently ranked in Top 20 papers for downloads	2010-2013

Appendix 2: Research

[Please see website: <https://www.brucehearn.org/>]

Appendix 2.1

Large Project Leadership

Large Research Project Leadership

Japanese corporate governance

06/2017 – current

Role: Principal Investigator (PI)

Status: Completed

Funding: Raised £25,000-£30,000 from internal university sources (Research Development Funds and Research Budgets)

Data collection: Extensive travel for interviews with national/offshore stock exchanges of

Japan: Fukuoka stock exchange, Fukuoka, Kyushu 12/2019

Japan: Tokyo stock exchange, Tokyo 7/2018

Japan: Sapporo securities exchange, Sapporo, Hokkaido 7/2018

Japan: Tokyo stock exchange, Tokyo 7/2017

Japan: Osaka securities exchange, Osaka 7/2017

Data: Daily equity trading data, including prices, volumes, number of shares outstanding for:
- 4,000 listed firms for 20 years per firm (from 2000 to 2020)

Duration: Data collection took 3-4 years from 2015 to 2019

Teams: Assembled and led collaborative teams of world-renowned professors including:

Professor/Dean Igor Filatotchev (Kings College London, UK),

Professor Marc Goergen (IE Business School, Madrid, Spain),

Outputs: Presentation in 2 international conferences of preliminary research papers including
Academy of International Business (AIB)

Under submission - 1 research paper with ABS 4/4* journals including:

Journal of Financial & Quantitative Analysis [ABS 4*, FT50],

Offshore Caribbean tax haven corporate governance & transparency

03/2016 – current

Role: Principal Investigator (PI)

Status: Completed

Funding: Raised £25,000-£30,000 from internal university sources (Research Development Funds and Research Budgets)

Data collection: Extensive travel for interviews with national/offshore stock exchanges of

Gibraltar: Offshore financial centre, Gibraltar 9/2021

Guernsey, International Stock Exchange, St Peter Port, Channel Islands 8/2021

The Bahamas: BISX, Bahamas International stock exchange, Nassau 11/2016

Cayman Islands: CSX, Cayman stock exchange, Georgetown 05/2019

Bermuda: BSX, Bermuda stock exchange, Hamilton 05/2019

Bermuda: BSX, Bermuda stock exchange, Hamilton 11/2016

Trinidad & Tobago: TTSE, Trinidad & Tobago Stock Exchange, Port of Spain 7/2016

Barbados: BSE, Barbados stock exchange, Bridgetown 7/2016

Jamaica: JSE, Jamaica stock exchange, Kingston 7/2016

Trinidad & Tobago: Scarborough financial centre, Tobago 6/2016

Trinidad & Tobago: TTSE, Trinidad & Tobago Stock Exchange, Port of Spain 6/2016

Gibraltar: Offshore financial centre, Gibraltar 4/2014

St Kitts & Nevis: Eastern Caribbean Securities Exchange, Basseterre, St Kitts 11/2011

St Kitts & Nevis: Nevis financial district, Nevis 11/2011

Barbados: BSE, Barbados stock exchange, Bridgetown 11/2011

St Lucia: Castres financial district, Castres, St Lucia 11/2011

Data: Led acquisition of individual firm annual reports and annual financial statements from each individual national stock exchange, national regulatory agency and individual firms for:

- 179 listed firms for 17 years per firm (from 2000 to 2017)

- Approximately 3,000 firm-year observations

Duration: Data collection took 3-4 years from 2015 to 2019

Database construction took 6 months, working 10 hours per day, 7 days per week

Teams: Assembled and led collaborative teams of world-renowned professors including:

Professor/Dean Igor Filatotchev (Kings College London, UK),
Professor Lars Oxelheim (Lund, University, Sweden),
Professor Trond Randoy (Copenhagen Business School, Denmark),
Professor Venancio Taurigana (University of Southampton, UK),
Professor Collins Ntim (University of Southampton, UK),
Professor Kate Phylaktis (Emerging Markets Group, Cass/City University, UK)

Outputs: Presentation in 5 international conferences of preliminary research papers including
Academy of International Business (AIB) and Financial Management Association (FMA)

Under submission - 9 research papers with ABS 4/4* journals including:

Strategic Management Journal [ABS 4*, FT50],
Entrepreneurship, Theory & Practice [ABS 4, FT50],
Journal of Business Venturing [ABS 4, FT50],
Journal of International Management [ABS 3*],
Corporate Governance: An International Review [ABS 3*],
Journal of World Business [ABS 4]

African Primary Financial Market corporate governance

03/2008 – 01/2016

Role: Principal Investigator (PI)

Status: Completed

Funding: £45,000-£50,000 from ESRC, internal university sources and approximately £30,000 from industrial sources (private consultancy work at HSBC and Credit Agricole Investment Bank)

Data collection: Extensive travel for interviews with national stock exchanges of

Ghana: GSE, Ghana stock exchange, Osu, Accra	7/2013
Ghana: GSE, Ghana stock exchange, Osu, Accra	3/2011
Mali (Sahara): Societe de Gestion Intermediere, Bamako	12/2008
Ghana: GSE, Ghana stock exchange, Osu, Accra	12/2008
Cote d'Ivoire: Bourse Regionale des Valuers Mobilieres	12/2008
Mozambique: BVM, Bolsa de Valores de Maputo, Maputo	7/2008
Zambia: LuSE, Lusaka stock exchange, Lusaka	7/2008
South Africa: Cape Town financial district	7/2008
Ghana: GSE, Ghana stock exchange, Osu, Accra	12/2007
Cote d'Ivoire: Bourse Regionale des Valuers Mobilieres	2/2007
Mozambique: BVM, Bolsa de Valores de Maputo, Maputo	7/2007
Botswana: BSE, Botswana stock exchange, Gabarone	7/2007
Kenya: NSE, Nairobi stock exchange, Nairobi	7/2007
Uganda: USE Uganda Securities Exchange, Kampala	6/2007
Ghana: GSE, Ghana stock exchange, Osu, Accra	7/2006
Nigeria: Nigerian stock exchange, Lagos	7/2006
Namibia: NSX, Namibian stock exchange, Windhoek	7/2001
South Africa: Cape Town financial district	7/2001
Algeria: Bourse d'Alger, Algiers city	8/2017
Morocco: Bourse de Casablanca, Casablanca	3/2008
Egypt: EGX Egyptian exchange Cairo floor, Cairo	2/2008
Egypt: EGX Egyptian exchange Alexandria floor, Alexandria	2/2008
Tunisia: Bourse de Tunis, Tunis	1/2008

Data: Led construction of proprietary database for every newly listed firm ("IPO firm") in national stock exchanges across Africa (approximately 200 firms)

Duration: Data collection took 5 years from 2009 to 2014

Database construction undertaken in 3 distinct stages, where each would last approximately 6 weeks, 7 days per week, 10 hours per day of intensive work

Teams: Assembled and led collaborative teams of world-renowned professors including:

Professor/Dean Igor Filatotchev (Kings College London, UK),

Professor Lars Oxelheim (Lund, University, Sweden),
 Professor Trond Randoy (Copenhagen Business School, Denmark),
 Professor Venancio Taurigana (University of Southampton, UK),
 Professor Collins Ntim (University of Southampton, UK),
 Professor Kate Phylaktis (Emerging Markets Group, Cass/City University, UK)
 Professor Roger Strange (University of Sussex, UK)

Outputs: Presented over 20 international conference presentations of preliminary research papers at:
 Academy of International Business (AIB), Financial Management Association (FMA),
 Asian Finance Association

Published over 20 research papers including:
 Journal of Business Venturing [ABS 4, FT50],
 Journal of World Business [ABS 4],
 International Review of Financial Analysis [ABS 3*],
 Journal of Multinational Financial Management [ABS 2*],
 Emerging Markets Review [ABS 2*]

Outputs: Most highly cited author in the world in business and finance on Africa (SSRN)

African Secondary Financial Markets

09/2005 – 08/2013

Role: Principal Investigator (PI)

Status: Completed

Funding: £45,000-£50,000 from ESRC, internal university sources and approximately £30,000 from industrial sources (private consultancy work at HSBC and Credit Agricole Investment Bank)

Data collection: Extensive travel for interviews with national stock exchanges of

Ghana: GSE, Ghana stock exchange, Osu, Accra	7/2013
Ghana: GSE, Ghana stock exchange, Osu, Accra	3/2011
Mali (Sahara): Societe de Gestion Intermediere, Bamako	12/2008
Ghana: GSE, Ghana stock exchange, Osu, Accra	12/2008
Cote d'Ivoire: Bourse Regionale des Valuers Mobilieres	12/2008
Mozambique: BVM, Bolsa de Valores de Maputo, Maputo	7/2008
Zambia: LuSE, Lusaka stock exchange, Lusaka	7/2008
South Africa: Cape Town financial district	7/2008
Ghana: GSE, Ghana stock exchange, Osu, Accra	12/2007
Cote d'Ivoire: Bourse Regionale des Valuers Mobilieres	2/2007
Mozambique: BVM, Bolsa de Valores de Maputo, Maputo	7/2007
Botswana: BSE, Botswana stock exchange, Gabarone	7/2007
Kenya: NSE, Nairobi stock exchange, Nairobi	7/2007
Uganda: USE Uganda Securities Exchange, Kampala	6/2007
Ghana: GSE, Ghana stock exchange, Osu, Accra	7/2006
Nigeria: Nigerian stock exchange, Lagos	7/2006
Namibia: NSX, Namibian stock exchange, Windhoek	7/2001
South Africa: Cape Town financial district	7/2001
Algeria: Bourse d'Alger, Algiers city	8/2017
Morocco: Bourse de Casablanca, Casablanca	3/2008
Egypt: EGX Egyptian exchange Cairo floor, Cairo	2/2008
Egypt: EGX Egyptian exchange Alexandria floor, Alexandria	2/2008
Tunisia: Bourse de Tunis, Tunis	1/2008

Data collection: Led construction of database comprising daily financial trading data for every listed firm in every stock exchange across Africa. This included the following:

- Extensive collaboration and negotiations with Namibian stock exchange	5/2009
- Negotiation and working with Botswana stock exchange	5/2012
- Extensive negotiation with Lusaka stock exchange (Zambia)	5/2012
- Extensive data collection over a year on Khartoum exchange, Sudan	2007

Data: Led construction of new national databases for secondary trading and financial data for:

- Every listed firm in Namibia, Botswana, Sudan, Zambia, Mozambique, eSwatini

- First time in world such national databases had been constructed.
- First time national stock exchange database built in Sudan (Khartoum)
- Unique data then combined with data from Bloomberg and Datastream to form a pan-African secondary market financial database

Duration: Data collection took 7 years from 2005 to 2012

Teams: Assembled and led collaborative teams of world-renowned professors including:

- Professor/Dean Igor Filatotchev (Kings College London, UK),
- Professor Jenifer Piesse (Kings College London, UK),
- Professor Lars Oxelheim (Lund, University, Sweden),
- Professor Trond Randoy (Copenhagen Business School, Denmark),
- Professor Roger Strange (University of Sussex, UK)

Outputs: Presented over 30 international conference presentations of preliminary research papers at: Academy of International Business (AIB), Financial Management Association (FMA), Asian Finance Association

Published over 20 research papers including:

- Journal of World Business [ABS 4],
- International Review of Financial Analysis [ABS 3*],
- Journal of International Financial Markets, Institutions & Money [ABS 3*],
- Emerging Markets Review [ABS 2*],
- Journal of International Development [ABS 2*],
- Applied Economics [ABS 2*],
- Applied Financial Economics [ABS 2*]

Outputs: Most highly cited author in the world in business and finance on Africa (SSRN)

Middle East and North Africa (MENA) firm governance and financing

03/2016 – current

Role: Principal Investigator (PI)

Status: Partial completion (Data collection only)

Funding: £15,000-£20,000 from internal university sources (Research Development Funds and Research Budgets)

Data collection: Extensive travel for interviews with national stock exchanges of

Morocco: Marrakech financial district, Marrakech	4/2019
UAE: Dubai financial centre, Dubai	4/2018
Kuwait: Kuwait stock exchange, Kuwait	4/2018
UAE: ADX Abu Dhabi securities exchange, Abu Dhabi	1/2018
UAE: Dubai financial centre, Dubai	1/2018
UAE: Dubai financial centre, Dubai	10/2017
UAE: Dubai financial centre, Dubai	9/2017
Algeria: Bourse d'Alger, Algiers city	8/2017
UAE: ADX Abu Dhabi securities exchange, Abu Dhabi	7/2017
UAE: Dubai financial centre, Dubai	7/2017
Lebanon: Beirut stock exchange, Beirut	4/2017
Jordan: Amman stock exchange, Amman	4/2017
UAE: ADX Abu Dhabi stock exchange, Abu Dhabi	4/2017
UAE: Dubai financial centre, Dubai	4/2017
Bahrain: Bahrain exchange, financial harbour, Bahrain	1/2017
UAE: ADX Abu Dhabi securities exchange, Abu Dhabi	12/2016
UAE: Dubai financial market, Dubai	12/2016
UAE: Dubai financial market, Dubai	9/2016
UAE: Dubai financial market, Dubai	8/2016
Afghanistan: Da Afghanistan Bank, Kabul	8/2016
Kuwait: Kuwait stock exchange, Kuwait	3/2016
Qatar: Qatar stock exchange, Doha	3/2016
UAE: Dubai financial market, Dubai	3/2016
Afghanistan: Da Afghanistan Bank, Kabul	1/2016

Turkey: Istanbul financial centre	12/2015
UAE: Dubai financial market, Dubai	5/2015
Qatar: Qatar stock exchange, Doha	5/2015
Afghanistan: Da Afghanistan Bank, Kabul	4/2015
Morocco: Fez and Tangier financial districts	4/2014
Turkey: Istanbul stock exchange	7/2013
UAE: Dubai financial centre, Dubai	5/2013
Morocco: Bourse de Casablanca, Casablanca	10/2012
Morocco: Marrakech financial district, Marrakech	10/2012
Oman: Muscat securities exchange, Ruwi, Muscat	9/2011
UAE: Dubai financial centre, Dubai	9/2011
UAE: Dubai financial centre, Dubai	12/2009
Morocco: Bourse de Casablanca, Casablanca	3/2008
Egypt: EGX Egyptian exchange Cairo floor, Cairo	2/2008
Egypt: EGX Egyptian exchange Alexandria floor, Alexandria	2/2008
Tunisia: Bourse de Tunis, Tunis	1/2008

Coverage: Algeria, Abu Dhabi, Bahrain, Dubai, Egypt, Iraq, Jordan, Kuwait, Lebanon, Morocco, Nasdaq Dubai, Oman, Palestinian West Bank; Qatar, Saudi Arabia, Sudan, Syria, Tunisia

Data: Led acquisition of individual firm annual reports and annual financial statements from each individual national stock exchange, national regulatory agency and individual firms for:
 - 1,250 listed firms for 7 years per firm (from 2010 to 2017)
 - Approximately 12,500 firm-year observations

Teams: As yet to be assembled

Output: Work so far to provide basis for further large grant applications

Sub Saharan Africa (SSA) firm governance and financing

03/2016 – current

Role: Principal Investigator (PI)

Status: Partial completion (Preliminary data collection only)

Funding: None so far

Data collection: National stock exchange and individual firm websites

Coverage: Botswana, BRVM, Cameroon, Ghana, Kenya, Malawi, Mauritius, Mozambique, Namibia, Nigeria, Seychelles, Sierra Leone, South Africa, Swaziland, Uganda, Tanzania, Zambia, Zimbabwe

Data: Led acquisition of individual firm annual reports and annual financial statements from each individual national stock exchange, national regulatory agency and individual firms for:
 - 1,250 listed firms for 8 years per firm (from 2010 to 2018)
 - Approximately 10,000 firm-year observations

Teams: As yet to be assembled

Output: Provide basis for further large grant applications

Skills

Full UK Driving Licence (Clean/ No Endorsements)

Languages

French and Spanish (Royal Bank of Scotland “on-call” translator)
 German and Russian

Business level
 Basic

Computer Skills

Trading Systems:

Philippines PSE trading system
 Cambodia Stock Exchange order entry system
 Bourse Régionale des Valeurs Mobilières (BRVM) system
 Johannesburg Equities Trading System
 Mozambique BVM online trading system

Training in PSE, Manila
 Training in Phnom Penh
 Training in Mali and Cote d’Ivoire
 Training in Namibian SX
 Training in BVM SX

Nigerian Automated Trading System (Lagos Floor)	Training in Nigerian SX
Egyptian Automated Trading System (Cairo Floor)	Training in Cairo floor of EGX
Morocco Automated Trading System	Training in Bourse de Casablanca
SETS (London Stock Exchange) Trading system	Basic knowledge
LIFFE CONNECT™/ EUREX Trading system	Basic knowledge
Financial Systems:	
Bloomberg™ and Reuters™ Financial systems	Advanced
EUCLID PC™ version 4-00/ 4-10	Gulf International Bank
Portia/ BTAS trade support systems	BNP Paribas
AC400/ ISISBA/ Omega/ Sigma systems	Credit Agricole
Statistical Systems:	
MICROFIT and EVIEWS modelling	Advanced
SPSS statistical modelling	Advanced
Datastream and Bloomberg	Advanced
Software Packages (Microsoft):	
Word: 2000, NT, XP	Advanced
Excel: 2000, NT, XP, Access	Macro Design
SQL relational database query language	Intermediate
PowerPoint	Advanced
Languages:	
GAUSS, RATS and FORTRAN languages	Intermediate
Perl Language	Intermediate
VBA/ Visual Basic	Advanced

Appendix 2.2

Full list of Journal Publications (Accepted and in print)

2022

Hearn, B. (2022). The determinants of foreign multinational enterprise firms' board of governance in Caribbean offshore island economies. **Journal of International Management**, *forthcoming* [ABS: 3*]

2021

Hearn, B. (2021). Institutional determinants of bid–ask spreads in Caribbean offshore stock exchanges **Research in International Business and Finance**, 58, 101507

Hearn, B., Li, J., Mykhayliv, D., Waqas, M. (2021). Asset pricing in the Middle East's equity markets **Journal of International Financial Markets, Institutions and Money**, 72, 101337

2020

Hearn, B., & Piesse, J. (2020). A Reassessment of Stock Market Integration in SADC: the case of Namibia. **Development Southern Africa**, 37(3), 501-518

2019

Hearn, B., & Filatotchev, I. (2019). The impact of private equity ownership and institutions on founder retention as CEO at IPO in emerging economies. **Journal of Business Venturing**, 34(3), 418-438 (ABS: 4, FT50 journal list-ranked)

Nominated for Aalto University's "that's interesting" prize at Academy of International Business conference, Vancouver, Canada 2014

2018

Hearn, B., Oxelheim, L., & Randøy, T. (2018). The institutional determinants of private equity involvement in business groups – The case of Africa. **Journal of World Business**, 53(2), 118-133 [ABS: 4]

Nominated for "2018 best paper award" in Journal of World Business

2017

Hearn, B., Phylaktis, K., & Piesse, J. (2017). The influence of Institutions, Investor Protection and Corporate Block-shareholders in Asset Pricing. **Journal of Corporate Finance**, 45, 122-149 [ABS: 4]

Hearn, B., Strange, R., & Piesse, J. (2017). Social Elites on the Board and Executive Pay in Developing Countries: Evidence from Africa. **Journal of World Business**, 52(2), 230-243 [ABS: 4]

Thomé, K., Madeiros, J., & Hearn, B. (2017). Institutional distance and the performance of foreign subsidiaries in Brazilian host market. **International Journal of Emerging Markets**, 12(2), 279-295 [ABS: 1*]

2016

Hearn, B. (2016). A comparison of the efficacy of liquidity, momentum, size and book-to-market value factors in equity pricing on a heterogeneous sample: Evidence from Asia. **Financial Markets, Institutions and Instruments**, 25(4), 253-330 [ABS: 3*]

Wiley publications award for Financial Markets, Institutions & Instruments journal's top 20 most downloaded recent papers between 2016 and 2017

2015

Hearn, B. (2015). Institutional influences on board composition of international joint venture firms listing on emerging stock exchanges: Evidence from Africa. **Journal of World Business**, 50(2), 205-219 [ABS 4]

Hearn, B. (2015). The impact of firm size and liquidity on the cost of external finance in Africa. **South African Journal of Economics**, 83(1), 1-22 [ABS 1*]

2014

Hearn, B. (2014). The political institutional and firm governance determinants of liquidity: Evidence from North Africa and the Arab Spring. **Journal of International Financial Markets, Institutions & Money**, 31, 127-158 [ABS: 3*]

Hearn, B. (2014). The impact of institutions, ownership structure, business angels, venture capital and lead managers on IPO firm underpricing across North Africa. **Journal of Multinational Financial Management**, 24, 19-42 [ABS: 2*]

Hearn, B. (2014). The liquidity-cost implications from the attraction of regional primary listings: Evidence from West Africa. **Research in International Business and Finance**, 30(1): 91-110 [ABS: 2*]

Hearn, B. (2014). Institutional impact on the expropriation of private benefits of control in North Africa. **Research in International Business and Finance**, 30(1): 1-23 [ABS: 2*]

Hearn, B. (2014). Size and Liquidity Effects in Nigeria: An Industrial Sector Study. **Journal of Developing Areas**, 48(3), 1-30 [ABS: 2*]

2013

Hearn, B., & Piesse, J. (2013). Firm level governance and institutional determinants of liquidity: Evidence from Sub Saharan Africa. **International Review of Financial Analysis**, 28: 93-111 [ABS: 3*]

Hearn, B. (2013). The Determinants of IPO Firm prospectus length in Africa. **Review of Development Finance**, 3(2): 84-98 [ABS: 2*]

Hearn, B. (2013). The determinants of director remuneration in West African: State versus firm governance measures. **Emerging Markets Review**, 14: 11-34 [ABS: 1*]

Hearn, B. (2013). The impact of board governance on director compensation in West African IPO firms. **Research in International Business and Finance**, 28: 82-104 [ABS: 2*]

Hearn, B. (2013). The determinants of director remuneration, executive tenure and individual CEO salary disclosure in North African IPO firms. **Research in International Business and Finance**, 27(1): 162-182 [ABS: 2*]

Hearn, B. (2013). The institutional determinants of IPO Firm prospectus length in a developing context. **Research in International Business and Finance**, 27(1): 52-65 [ABS: 2*]

2012

Hearn, B. (2012). The contrasting effects of board composition and structure on IPO firm underpricing in a developing context. **International Review of Financial Analysis**, 21: 33-44 [ABS: 3*]

Hearn, B., Strange, R., & Piesse, J. (2012). Islamic Finance and Market Segmentation: Implications for the Cost of Capital. **International Business Review**, 21: 102-113 [ABS: 3*]

Hearn, B. & Piesse, J. (2012). A Reassessment of stock market integration in SADC: the determinants of liquidity and price discovery in Namibia. **Applied Financial Economics**, 23(2): 123-138 [ABS: 2*]

Hearn, B. (2012). The Governance Implications from Presence of Long Term Foreign Investment Partner in West African IPO Firms. **Journal of Transnational Management**, 17(3): 169-188 [ABS: 1*]

Hearn, B. (2012). Size and Liquidity Effects in African Frontier Equity Markets. **Applied Financial Economics**, 22(9): 681-707 [ABS: 2*]

Hearn, B., & Piesse, J. (2012). A Test of the Law of One Price: An Examination of Price Integration

between Europe and Regional Markets in Africa. **Applied Economics**, 44(1): 3169–3193 [ABS: 2*]

2011

Hearn, B. (2011). The performance and the effects of family control in North African IPOs. **International Review of Financial Analysis**, 20: 140-151 [ABS: 3*]

Hearn, B. (2011). The effects of banking relationship, legal origin, private equity and lead managers on the performance of West African IPO firms. **South African Journal of Economics**, 79(4): 430-451 [ABS: 1*]

Hearn, B. (2011). Size and liquidity effects in Japanese regional stock markets. **Journal of Japanese and International Economies**, 25(2): 157–181 [ABS: 2*]

Hearn, B., & Man, S-Y. (2011). An Examination of Price Integration between Stock Market and International Crude Oil indices: Evidence from China. **Applied Economics Letters**, 18(16): 1595-1602 (published with MSc student as co-author from MSc Dissertation) [ABS: 1*]

Hearn, B. (2011). The role of the stock market in the provision of Islamic development finance: Evidence from Sudan. **Emerging Market Review**, 12(4): 338-353 [ABS: 1*]

Hearn, B. (2011). The impact of corporate governance measures on the performance of West African IPO firms. **Emerging Market Review**, 12: 130-151 [ABS: 1*]

Hearn, B. (2011). Development Strategy in a small offshore equity market: A case study of the Channel Islands. **Journal of Economic Studies**, 38(1): 30-51 [ABS: 2*]

2010

Hearn, B. (2010). Time varying Size and Liquidity effects in South Asian Equity Markets: A study of blue-chip industry stocks. **International Review of Financial Analysis**, 19: 242-257 [ABS: 3*]

Hearn, B., Piesse, J., & Strange, R. (2010). Market Liquidity and Stock Size Premia in Emerging Financial Markets: The Implications for Foreign Investment. **International Business Review**, 19: 489-501 [ABS: 3*]

Hearn, B. (2010). Costs of Equity in North Africa's equity markets: an Industrial Sector Study. **Emerging Markets Review**, 12: 21-46 [ABS: 1*]

Hearn, B., & Givel, M. (2010). Stock Market Finance and Gross National Happiness: An Institutional Fit? Evidence from Bhutan. **Journal of Bhutan Studies**, 22: 1–36

Hearn, B., & Piesse, J. (2010). Performance of Size and Liquidity portfolios in West Africa. **Applied Financial Economics**, 20(13): 1011-1030 [ABS: 2*]

Hearn, B., & Piesse, J. (2010) Market Liquidity and Stock Size Premia in Emerging Financial Markets. **Macroeconomics and Finance in Emerging Market Economies**, 2(2): 209-233

Hearn, B., & Piesse, J. (2010) Barriers to the development of small stock markets: A case study of Swaziland and Mozambique. **Journal of International Development**, 22: 1018–1037 [ABS: 1*]

Hearn, B., & Piesse, J. (2010). The limited role of small stock exchanges in economic development: A case study of Mozambique and Swaziland. **Development Southern Africa**, 27(2): 205-224 [ABS: 1*]

2009

Hearn, B., Strange, R., & Piesse, J. (2009). Overcoming Financing Constraints in an Emerging Islamic Market: Evidence from the Sudan Telecommunications Company. **Transnational Corporations**, 18(3): 1-26 [ABS: 2*]

Hearn, B., & Piesse, J. (2009). Cost of Equity in African Financial Markets: An Industry Level Analysis. **Emerging Markets Review**, 11(4): 257-278 [ABS: 1*]

Hearn, B., & Piesse, J. (2009) An Augmented Capital Asset Pricing Model: Liquidity and Stock Size in African Emerging Financial Markets. **African Journal of Finance**, Special Edition: 27-57 [ABS: 1*]

Hearn, B., & Piesse, J. (2009). Investment Modelling in Southern Africa's Smallest Equity Markets. **Journal for the Study of Economics and Econometrics**, 33(1): 1-19

Hearn, B. (2009). Liquidity and valuation in East African Securities Markets. **South African Journal of Economics**, 77(4): 1-24 [ABS: 1*]

Prior to 2008

Hearn, B., & Piesse, J. (2008). The Costs and Opportunities for Portfolio Diversification in Southern Africa's Smallest Equity Markets. **South African Journal of Economics**, 76(3): 399-426 [ABS: 1*]

Hearn, B., & Piesse, J. (2005). Integration and the Asymmetric Transmission of Volatility: A Study of Equity Markets in Sub Saharan Africa. **South African Journal of Economics**, 73(1): 36-53 [ABS: 1*]

Hearn, B., & Piesse, J. (2002). Equity Market Integration versus Segmentation in Three Dominant Markets of the Southern African Customs Union: Cointegration and Causality Tests. **Applied Economics**, 34(14): 1711-1722 [ABS: 2*]

Industry Occasional Papers, Monographs and Working Papers

Hearn, B., & Piesse, J., & Strange, R. (2009). Market Liquidity and Stock Size Premia in Emerging Financial Markets: The Implications for Foreign Investment. *Cairo and Alexandria Stock Exchange Occasional Paper No. 4. Cairo: Egypt*

Hearn, B. (2010). Liquidity estimation in African emerging markets. *Cairo and Alexandria Stock Exchange Occasional Paper No. 6. Cairo: Egypt*

Hearn, B. (2010). Costs of Equity in North Africa's equity markets: an Industrial Sector Study. *Cairo and Alexandria Stock Exchange Occasional Paper No. 8. Cairo: Egypt*

Book Chapters

Hearn, B., Mohr, A., Khawar, M., & Kaur, J. (2021). Nonexecutive director influence on informational asymmetries in offshore financial centres. In Handbook on Corporate Board Decision-Making, Ed. by O. Marnet. Edgar Elgar Publishing: London, UK

Hearn, B., & Piesse, J. (2006). "Is there a role for micro-markets in Sub-Saharan Africa? A study of the Swaziland stock exchange", in Research in Development Finance for Africa, July 2006. Ed: Dr K Osei, University of Ghana Business School Publications

Hearn, B., & Piesse, J. (2007). "Equity Market Integration and the Implications for Foreign Investment in Africa", Chapter 4 in Corporate Governance and International Business: Strategy, Performance and Institutional Change, February 2008. Ed: Roger Strange and Gregory Jackson, Palgrave Publications. (ISBN: 978-0-9556365-0-9)

Books

Hearn, B. (2009). "African Frontier Equity Markets", October 2009. VDM-Verlag Publications: Frankfurt (ISBN: 978-3-639-20283-0)

Selected International Conference Presentations

2022

2020

July 2020: Founders versus non-founder directors in influencing asymmetric information: Evidence from the Caribbean. Hosted by: Academy of International Business (AIB), online

July 2020: Strategy and survival in small island states: Institutionalized competitive advantage in Caribbean offshore financial sector. Hosted by: Academy of International Business (AIB), online

July 2020: Private equity, business groups and institutions influence on founder succession: Evidence from the Caribbean. Hosted by: Academy of International Business (AIB), online

2019

July 2019: Is good governance priced? An examination of listed firms from OECD equity markets. Hosted by: Academy of International Business (AIB), Copenhagen, Denmark

July 2019: The migration of corporate governance into emerging markets: on the role of formal institutions and indigenous tribalism. Hosted by: Academy of International Business (AIB), Copenhagen, Denmark

July 2019: Emerging market business groups: Moving from institutional voids to institutional embeddedness with social elites. Hosted by: Academy of International Business (AIB), Copenhagen, Denmark

April 2019: (presented in absentia by co-author) The migration of corporate governance into emerging markets: on the role of formal institutions and indigenous tribalism. Hosted by: Financial Management Association (FMA), Glasgow, Scotland, UK

2018

July 2018: The Institutional Determinants of Anglo-American Governance Migration into Emerging Economies – Evidence from Africa. Hosted by: Academy of International Business (AIB), Minneapolis, USA

July 2018: The Institutional Determinants of Private Equity Ownership's Influence on Founder Retention as CEO at IPO in Africa. Hosted by: Academy of International Business (AIB), Minneapolis, USA

2017

December 2017: The influence of institutionally embedded ownership on Anglo-American corporate governance migration into Emerging Economy IPO firms. Hosted by: World Finance Association, Bangkok, Thailand

December 2017: The influence of institutionally embedded ownership on Anglo-American corporate governance migration into Emerging Economy IPO firms. Hosted by: European International Business Academy, Milan, Italy (*presented in absentia by co-author*)

July 2017: Institutional Environment Determinants of Board Structure: Social Elites on Boards of Business Group Firms. Hosted by: Academy of International Business (AIB), Dubai, United Arab Emirates

July 2017: The Institutional Determinants of Anglo-American Governance Migration into Emerging Economies – Evidence from Africa. Hosted by: Academy of International Business (AIB), Dubai, United Arab Emirates

July 2017: The Institutional Determinants of Private Equity Ownership's Influence on Founder Retention as CEO at IPO in Africa. Hosted by: Academy of International Business(AIB), Dubai, United Arab Emirates

2016

December 2016: On the migration of corporate governance practice: The case of institutions and CEO salary disclosure in corporate Africa. Hosted by: World Finance Association, Dubai, UAE

December 2016: Ownership concentration, institutions and expected returns.. Hosted by: World Finance Association, Dubai, UAE

October 2016: On the migration of corporate governance practice: The case of institutions and CEO salary disclosure in corporate Africa. Hosted by: Financial Management Association, Las Vegas, USA (presented in absentia by co-author: Lars Oxelheim)

July 2016: The Impact of Institutions in Influencing IPO Firm Voluntary Disclosure of CEO Salary. Hosted by: World Finance Conference/ Association, New York, USA (presented in absentia by co-author: Lars Oxelheim)

June 2016: The Influence of Institutions on the Proportion of Social Elites on Boards of Business Group IPO Firms in Emerging Economies. Hosted by: Academy of International Business(AIB), New Orleans, USA

June 2016: The Impact of Institutions in Influencing IPO Firm Voluntary Disclosure of CEO Salary. Hosted by: Academy of International Business(AIB), New Orleans, USA

June 2016: The Impact of Private Equity Ownership and Institutions on Founder Retention as CEO at IPO in Emerging Economies. Hosted by: Academy of International Business(AIB), New Orleans, USA

2015

December 2015: National governance, social elites on company boards, and board compensation: A cross-national study of emerging economy IPO firms. Hosted by: European International Business Academy, Rio de Janeiro, Brazil

December 2015: Institutional distance and the performance of foreign subsidiaries in Brazilian host market: A positive relationship. Hosted by: European International Business Academy, Rio de Janeiro, Brazil

June 2015: National governance, social elites on company boards, and board compensation: A cross-national study of emerging economy IPO firms. Hosted by: Academy of International Business, Indian Institute of Management, Bangalore/Bengaluru, India

June 2015: The institutional differences between family and non-family business groups in terms of retained ownership by venture capitalist and angel investors in an emerging African context. Hosted by: Academy of International Business, Indian Institute of Management, Bangalore/Bengaluru, India

June 2015: The role of family and institutions in determining CEO succession: Evidence from North African IPO firms. Hosted by: Academy of International Business, Indian Institute of Management, Bangalore/Bengaluru, India

2014

December 2014: The institutional differences between family and non-family business groups in terms of retained ownership by venture capitalist and angel investors in an emerging African context. Presented in absentia by co-authors to European Academy of International Business (EIBA), Hosted by University of Bremen, Germany

June 2014: The board governance implications of environmental uncertainty in Joint Ventures: evidence from Emerging Economy IPO Firms. Hosted by: Academy of International Business, Vancouver, Canada

June 2014: Institutional determinants of private equity investment in African IPO Firms. Hosted by: Academy of International Business, Vancouver, Canada

June 2014: The Impact of business Angel, domestic, foreign venture capital and institutional quality on founder-CEO retention in African IPO firms. Hosted by: Academy of International Business, Vancouver, Canada

2013

December 2013: The Impact of Foreign Directors on Board Compensation in Emerging African IPO Firms. European Academy of International Business (EIBA), Hosted by University of Bremen, Germany

July 2013: The Institutional Determinants Of Long Term Foreign Partner Involvement In Emerging Economy IPO Firms. "18th Annual Meeting of African Econometric Society". Hosted by: University of Ghana, Accra, Ghana.

July 2013: Firm level governance and institutional determinants of liquidity: Evidence from Sub Saharan Africa. "18th Annual Meeting of African Econometric Society". Hosted by: University of Ghana, Accra, Ghana.

July 2013: The Impact of Foreign Directors on Board Compensation in Emerging African IPO Firms. Hosted by: Academy of International Business, Istanbul, Turkey

June 2013: The political institutional and firm governance determinants of liquidity: Evidence from North Africa and the Arab Spring. "INFINITI Conference on International Finance". Hosted by: EuroMed and Sciences Po, Aix-en-Provence, France.

2012

December 2012: The influence of institutions in Founder-CEO retention: IPO Firms in a developing country context. "International Business and Sustainable Development". Hosted by: University of Sussex, Brighton. UK

July 2012: The influence of institutions in Founder-CEO retention: IPO Firms in a developing country context. "Rethinking the roles of business, government and NGO's in the global economy". Hosted by: Academy of International Business, Washington DC, USA

July 2012: The institutional and board governance characteristics of African IPO firms with long term foreign partners. "Rethinking the roles of business, government and NGO's in the global economy". Hosted by: Academy of International Business, Washington DC, USA

June 2012: Time varying liquidity effects in Pacific-Basin equity markets: An industrial sector study. University of Sussex, School of Business and Management seminar series. Hosted by: University of Sussex, UK.

June 2012: Time varying liquidity effects in Pacific-Basin equity markets: An industrial sector study. "INFINITI Conference on International Finance". Hosted by: Trinity College Dublin. Dublin, Ireland.

2011

December 2011: Ownership concentration, institutions and expected returns. Invited presentation to Indira Ghandi Development Institute. Mumbai, India.

November 2011: Internal versus external governance mechanisms: The impact on director remuneration. Invited private presentation to an invited symposium audience of Caribbean business leaders. Barbados Chamber of Commerce, Bridgetown, Barbados.

October 2011: Ownership concentration, institutions and expected returns. Keynote research lecture. Raffles education institute, Hong Kong (SAR China).

August 2011: The determinants of director remuneration, executive tenure and individual CEO disclosure in North African IPO firms. "Institutional, Corporate, and Individual Behaviours in Emerging and Subsistence Marketplaces". Hosted by Faculte des Sciences Economiques, Aix-en-Provence, France

July 2011: Size and Liquidity Effects in Asia-Pacific equity markets. "Frontiers in Finance: Asia-Pacific and Beyond". Hosted by: Asian Finance Association, Macau (SAR China)

July 2011: The role of Liquidity, Investor Protection and Corporate Block-shareholders in Asset Pricing. "Frontiers in Finance: Asia-Pacific and Beyond". Hosted by: Asian Finance Association, Macau (SAR China)

April 2011: A Reassessment of Stock Market Integration in SADC: the case of Namibia. "8th African Finance Journal Conference: Managing Africa's Economic Growth through Development Finance Research". Hosted by: University of Namibia, Windhoek, Namibia (presented in absentia by co-author)

April 2011: The performance and the effects of family control in North African IPOs. "38th Annual Conference International Business: New challenges, new forms, new practices". Hosted by: Academy of International Business: UK and Ireland Chapter, University of Edinburgh, UK

April 2011: The contrasting Effects of board composition and structure on IPO firm underpricing in a developing context. "38th Annual Conference International Business: New challenges, new forms, new practices". Hosted by: Academy of International Business: UK and Ireland Chapter, University of Edinburgh, UK

2010

July 2010: Size and Liquidity Effects in Australasian and South East Asian equity markets. "New Horizons in Finance for Asia and the Region". Hosted by: Asian Finance Association, Hong Kong

June 2010: Legal regime, Size, and Liquidity factors in Asset Pricing. "International Business in Tough Times". Hosted by: Academy of International Business, Rio de Janeiro, Brazil

June 2010: The role of the stock market in the provision of Islamic Development Finance: Evidence from Sudan. "International Business in Tough Times". Hosted by: Academy of International Business, Rio de Janeiro, Brazil

June 2010: Size and Liquidity Effects in Sub Saharan African stock markets. "8th INFINITI Conference on International Finance". Hosted by: Trinity College Dublin. Dublin, Ireland.

June 2010: Legal regime, Size, and Liquidity factors in Asset Pricing. "8th INFINITI Conference on International Finance". Hosted by: Trinity College Dublin. Dublin, Ireland.

March 2010: Legal regime, Size, and Liquidity factors in Asset Pricing. "7th African Finance Journal Conference: Managing Africa's Economic Growth through Development Finance Research". Hosted by: University of Stellenbosch Business School and Africa-Growth Institute, Cape Province, South Africa (presented in absentia by co-author)

March 2010: A Test of the Law of One Price: An Examination of Price Integration between Europe and

Regional Markets in Africa. “7th African Finance Journal Conference: Managing Africa’s Economic Growth through Development Finance Research”. Hosted by: University of Stellenbosch Business School and Africa-Growth Institute, Cape Province, South Africa (presented in absentia by co-author)

March 2010: Liquidity and Stock Size Premia in Japanese Regional Financial Markets: An Industry Level Analysis. “37th Annual Conference: Regionalism and Globalisation”. Hosted by: Academy of International Business: UK and Ireland Chapter, Trinity College Dublin, Dublin Ireland

March 2010: Size and Liquidity Effects in Australasian and South East Asian equity markets. “37th Annual Conference: Regionalism and Globalisation”. Hosted by: Academy of International Business: UK and Ireland Chapter, Trinity College Dublin, Dublin Ireland

2009

March 2009: Development Policy For Small Stock Markets: A Case Study Of Mozambique And Swaziland. “Economic Development in Africa Annual Conference”. Hosted by: Centre for the Study of African Economies, St Catherine’s College, University of Oxford, UK

2008

December 2008: An Augmented Capital Asset Pricing Model: Liquidity and Stock Size in African Emerging Financial Markets. “34th EIBA Annual Conference "International Business and the Catching Up Economies: Challenges and Opportunities", Tallinn, Estonia (presented in absentia by co-author)

July 2008: The Costs and Opportunities for Portfolio Diversification in Southern Africa’s Smallest Equity Markets. “Private presentation to Bolsa de Valores de Maputo”. Maputo Stock Exchange, Maputo, Mozambique.

July 2008: An Augmented Capital Asset Pricing Model: Liquidity and Stock Size in African Emerging Financial Markets. “Fifth African Finance Journal Conference: Innovative Finance for Africa’s Development”. Hosted by: African Finance Association. Cape Town, South Africa.

July 2008: The Costs and Opportunities for Portfolio Diversification in Southern Africa’s Smallest Equity Markets. “Fifth African Finance Journal Conference: Innovative Finance for Africa’s Development”. Hosted by: African Finance Association, Cape Town, South Africa.

July 2008: An Augmented Capital Asset Pricing Model: Liquidity and Stock Size in African Emerging Financial Markets. “Annual Conference of African Econometric Society”. Hosted by: Africa Econometrics Society and University of Pretoria. Pretoria/Tshwane, South Africa.

July 2008: The Costs and Opportunities for Portfolio Diversification in Southern Africa’s Smallest Equity Markets. “Annual Conference of African Econometric Society”. Hosted by: Africa Econometrics Society and University of Pretoria. Pretoria/Tshwane, South Africa

June 2008: African Equity Market Integration: A joint assessment of integration on an intra-regional basis and with the major markets of Europe. “6th INFINITI Conference on International Finance”. Hosted by: Trinity College Dublin. Dublin, Ireland. Republic of Ireland.

May 2008: An Augmented Capital Asset Pricing Model: Liquidity and Stock Size in Emerging Financial Markets. “Second Emerging Markets Group Conference on Emerging Markets Finance”. Hosted by: Emerging Markets Group, Cass Business School. London. UK.

2007

July 2007: An assessment of the law of one price for African Equity Markets on an intra-regional basis and with the major markets of Europe. “Fourth African Finance Journal Conference: Research in Development Finance for Africa”. Hosted by: African Finance Association and University of Botswana, Botswana.

July 2007: An assessment of the law of one price for African Equity Markets on an intra-regional basis and with the major markets of Europe. “Twelfth Annual Conference on Econometric Modelling in Africa”. Hosted by: Africa Econometrics Society and University of Cape Town. Cape Town, South Africa.

June 2007: An assessment of the law of one price for African Equity Markets on an intra-regional basis and with the major markets of Europe. “5th INFINITI Conference on International Finance”. Hosted by: Trinity College Dublin. Dublin, Republic of Ireland.

April 2007: An assessment of the law of one price for African Equity Markets on an intra-regional basis and with the major markets of Europe. “Corporate Governance and International Business”. Jointly organized and hosted by: Academy of International Business and Kings College London. London, UK.

Prior to 2006

July 2006: Is there a role for Micro-Markets in Sub Saharan Africa? A Study of the Swaziland Stock Exchange. “Third African Finance Journal Conference: Research in Development Finance for Africa”. Hosted by: University of Ghana Business School and Africa Centre for Investment Analysis. Accra, Ghana.

August 2001: Regional Integration of Equity Markets in Sub Saharan Africa. “Financial Empowerment of Africa: The Role of Development Finance, Banks, Financial Markets & Information Technology”. Hosted by: African Finance Association, Stellenbosch. South Africa

April 2001: Equity Market Integration versus Segmentation in Three Dominant Markets of the Southern African Customs Union: Cointegration and Causality Tests. “Business and Development Finance: Policy and Experience in Asia and Africa”. Hosted by: IDPM (University of Manchester)/ DIFD, Manchester, UK
